

# **Pass Move Grin**

---

## Education

### **Anti-bullying policy**

Our provision has a zero tolerance to bullying. We aim, as a provision, to produce a nurturing, secure environment where pupils can flourish. We believe that children must understand and follow rules to ensure that learners are respectful, ready to learn and safe. Pupils will be taught about accepting that we are all different and will be supported socially and emotionally during the provision. Any sign of bullying and not following rules and instructions will not be tolerated and will have appropriate consequences. This particular provision focuses on teamwork and embracing pupils' different strengths.

We expect pupils to act safely, including that they understand the issues relating to bullying and they feel confident to seek support from staff, should they feel unsafe.

We would also want parents to feel confident that their children are safe and when incidents arise they are dealt with appropriately and promptly.

Our provision is aware of its legal obligations and role within the local community supporting children, parents and schools.

### **Roles and responsibilities**

#### ***The role of the provisions educational lead and class teacher***

The educational lead and class teacher has overall responsibility for the policy and its implementation and liaising with the school, parents/carers and LA.

The class teacher and lead sets the school climate of mutual support and praise for success. The class teacher and lead

The class teacher and lead ensures that all children know that bullying is wrong. The teacher may use examples of bullying and highlight any issues during

lessons. The educational lead ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Anti-bullying leaders in our provision are Kathryn and Jade.

***The responsibilities are:-***

- Policy development and review involving pupils and parents/carers
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this inform policy review
- Assessing and co-ordinating training and support for staff and parents/carers where appropriate.

**Definition of Bullying**

Bullying is any form of behaviour by an individual or groups which intentionally sets out to hurt or injure another child in either a physical, verbal, psychological or emotional way.

Bullying can be displayed in many forms such as:

- physical bullying such as hitting, kicking, taking or damaging belongings;
- direct Verbal bullying such as name-calling, mocking, taunting, insults, threats, offensive or nasty teasing;
- relational bullying such as gossiping, hurtful rumours and social exclusion;
- cyber bullying by inappropriate e-mails or text messages; sending offensive images by phone or via the internet;
- producing offensive graffiti.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or accessories'

***Bullying and the law***

The Equality Act 2010 requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected

characteristic and people who do not share it.

Some forms of bullying are illegal and should be reported to the police. These include:

violence or assault, theft, repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages. Hate crime related bullying of children with special educational needs or disabilities, homophobic bullying or related to race, religion or culture are also illegal.

There is no hierarchy of bullying- all forms will be taken equally seriously and dealt with appropriately.

*Bullying can take place between:*

- young people
- young people and staff
- between staff
- individuals or groups

### **Reporting and responding to bullying**

Our provision has clear systems to report bullying to the whole school community. This includes those who are the victims of bullying or have witnessed bullying behaviour. This includes any bullying that takes place on the way to and from school, during school and outside of school.

***Our advice to children is:-***

- tell the nearest adult at the provision or an adult they trust;
- try to walk away from the bully- do not take matters into your own hands;
- tell their parents;

It is the responsibility of pupil bystanders to report any incidents of bullying that they have witnessed immediately. Our advice to witnesses is:-

- only say what they saw themselves and not to repeat what other children have said;
- always tell the truth even if they think a friend might get into trouble; • put themselves in the place of the 'victim', would they like it to happen to them?

### ***The role of parents***

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the teacher or

educational lead.

### ***Procedures***

All reported incidents will be taken seriously and investigated involving all parties. All reported cases of bullying will be investigated by a member of staff. If at this stage there appears to be a solution the member of staff will monitor the situation. The member of staff will involve colleagues as necessary. Records are kept of all incidents of bullying that are reported in school.

### **Monitoring and review**

This policy is monitored and reviewed regularly by the educational lead.

This policy will be reviewed and updated annually

**Date: 12.12.22**

**Review: 12.12.23**